

| [NODIS Library](#) | [Human Resources and Personnel\(3000s\)](#) | [Search](#) |



# NASA Procedural Requirements

COMPLIANCE IS MANDATORY

**NPR 3430.1B**

Effective Date: March 22,

2005

Expiration Date: March 22,

2010

[Printable Format \(PDF\)](#)

---

## Subject: NASA Employee Performance Communication System (EPCS)

Responsible Office: Office of Human Capital Management

| [TOC](#) | [Preface](#) | [Chapter1](#) | [Chapter2](#) | [Chapter3](#) | [Chapter4](#) | [Chapter5](#) | [Chapter6](#) | [Chapter7](#) |  
[AppendixA](#) | [AppendixB](#) | [ALL](#) |

## CHAPTER 6. System Evaluation

6.1 The EPCS shall be evaluated at the end of the first appraisal period following implementation of these procedural requirements and thereafter as deemed necessary. Evaluations shall include the following:

6.1.1 Review and analysis of the distribution of performance summary rating levels.

6.1.2 Review and analysis of performance awards based on performance during the appraisal period.

6.1.3 Employee and supervisor feedback, comments, and recommendations from Center focus groups and surveys.

6.2 Measurement outcomes shall include the following:

6.2.1 Employees' performance appraisals are perceived as fair and accurately reflect a level of performance that is consistent across all organizations.

6.2.2 The EPCS makes meaningful distinctions in employees' performance.

6.2.3 The EPCS is integrated with and supports the Agency's Awards and Recognition Program.

| [TOC](#) | [Preface](#) | [Chapter1](#) | [Chapter2](#) | [Chapter3](#) | [Chapter4](#) | [Chapter5](#) | [Chapter6](#) |  
[Chapter7](#) | [AppendixA](#) | [AppendixB](#) | [ALL](#) |

| [NODIS Library](#) | [Human Resources and Personnel\(3000s\)](#) | [Search](#) |

---

### DISTRIBUTION: NODIS

---

**This Document Is Uncontrolled When Printed.**

Check the NASA Online Directives Information System (NODIS) Library  
to Verify that this is the correct version before use: <http://nodis3.gsfc.nasa.gov>

---